



TOGETHER WE
grow
FEEDING THE FUTURE



2022
annual report

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letter from the executive director

As I'm writing this, I've been with Together We Grow for a mere six months, and as an organization we have already been on quite a journey. I'm grateful for those who came to the table in 2016 with Secretary Vilsack and an idea and dedication to make positive progress and change in the agriculture and food sector, many of whom are still involved and engaged today. I'm thankful for the first Executive Director of this organization, Kristin Kirkpatrick, who brought structure and organizational credibility to Together We Grow not only as a new leader of a forming entity but also during the COVID pandemic and social upheaval around events such as the murder of George Floyd that have driven home the importance of our mission as an organization. I'm appreciative of a board of directors committed to this work beyond their own individual organizations and a membership that is invested in making strides in diversity, equity, and inclusion within our current and future workforce.

I'm grateful for the path that has been laid before I joined, and I am even more excited about the future of Together We Grow. As we reflect on 2022 and look ahead to 2023, I believe that challenging but worthwhile investments in our time, resources, and energy continue to be needed. We have a responsibility and a charge as the most important sector in the world, and we can do this better together. We are here to build an inclusive, skilled, and diverse workforce for agriculture and food. We are here to feed the future 10 billion people globally with actual nutrition and to feed the future workforce with opportunities to build their personal future in a sector where they are valued, belong, and able to create a career they can be proud of.

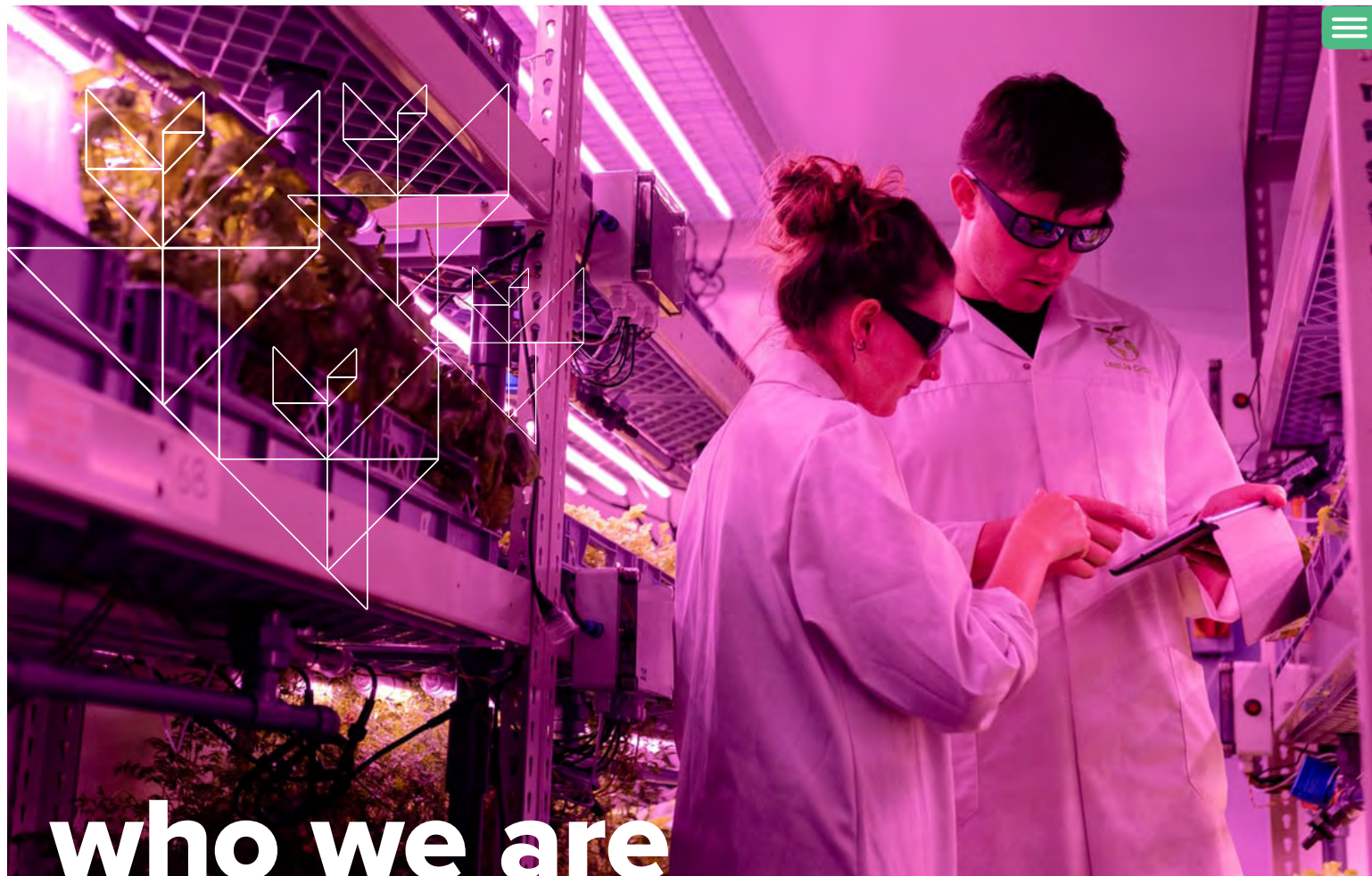


We are better together.
Let's do this!



Lauren Baer
Executive Director





Together We Grow is a consortium of some of the world's largest agribusiness and food interests — major agricultural commodities companies, educational institutions, government agencies, and national nonprofits — focused on building the workforce of tomorrow for the U.S. agriculture and food sector and ensuring that the workforce is skilled, diverse, and inclusive.

By 2050, the world population is expected to grow by 35%; to meet this demand, we will need to double our food supply. Experts estimate that, to keep up with demand, we will have to produce the same amount of food over the next 50 years as we have in the history of civilization. Building a workforce to feed an estimated 10 billion people worldwide is no simple task. By working together, we can transform the agriculture and food sector to create a skilled, diverse, and inclusive workforce with the experience and capabilities to meet our evolving food and agricultural needs into the next century.

Why diversity, equity, and inclusion as it relates to workforce development and the agriculture and food sector? The answer is two-fold: addressing the significant gaps in diversity as a sector is the right thing to do and is also good for business. Study after study shows that organizations that are more diverse and inclusive are also more profitable and perform at higher rates than those that are not as diverse or inclusive. Many studies also illustrate that increased diversity equates to more innovation, ideas, and creativity to address complex challenges, which directly correlates to the needs of the agriculture and food sector now and in the future. In a 2019 study for Together We Grow that represented 260,000 employees across 11 companies in the food and agriculture sector, it was clear that there was progress to be made toward a more diverse sector. Together We Grow and its member organizations are focused on making positive progress for a diverse workforce to ensure the innovation needed to feed the world and our future.



our history

Together We Grow started in 2016, when Michael D'Ambrose, who led the HR function for ADM, and Secretary Tom Vilsack — who is currently serving as Secretary of Agriculture in President Joe Biden's administration and served for 8 years under President Barack Obama — brought the agriculture industry together to think about the state of the world in 2050. Leaders from non-governmental organizations (NGOs), government, higher education, and agribusiness realized that to address the monumental challenge of feeding a rapidly growing global population with fewer resources they would need to work together.

Since 2016, Together We Grow's members have shared best practices and data, and made collaborative investments to build a more skilled, diverse, and inclusive workforce for the U.S. food and agriculture industry, to welcome the innovation needed to feed the world for generations to come.

2016

- Gathered in Washington D.C. to discuss future challenges

2019

- CSU becomes hosts of TWG
- First Executive Director hired

2020

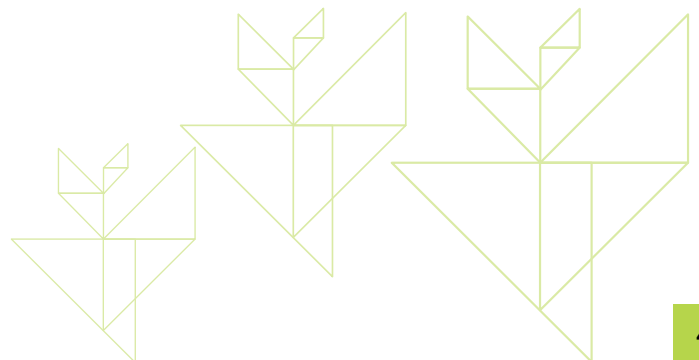
- Formalized TWG entity
- Formed Board of Directors
- Hosted Town Hall on race & racism in the industry
- Completed member data project
- Launched TWG working groups

2021

- Launched national communications campaign
- Hired communications staff
- Created industry DEI pledge
- Launched leadership training cohort program

2022

- Transitioned leadership to new Executive Director
- Convened 10 working group sessions
- Hosted member event at CSU Spur
- Launched strategic planning process





leadership and staff

STAFF



Lauren Baer
EXECUTIVE DIRECTOR



Russell Schiller
SOCIAL & DIGITAL
MEDIA COORDINATOR



Rebecca Popara
EXECUTIVE ASSISTANT

BOARD OF DIRECTORS



Melissa Werneck (CHAIR)
GLOBAL CHIEF PEOPLE OFFICER,
KRAFT-HEINZ



Dr. Olga Bolden-Tiller
DEAN, COLLEGE OF AG,
ENVIRONMENT & NUTRITION SCIENCES,
MANRRS + TUSKEGEE UNIVERSITY



Wanda Jackson
SENIOR VICE PRESIDENT,
HUMAN RESOURCES,
NATIONAL URBAN LEAGUE



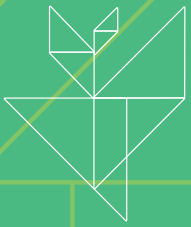
Chrystiane Junqueira
VICE PRESIDENT,
HUMAN RESOURCES, BUNGE



Mark Stewart
PRESIDENT & CEO,
AGRICULTURE FUTURE
OF AMERICA



Dr. Jeremy Williams
HEAD OF CLIMATE LLC &
DIGITAL FARMING,
CROP SCIENCE/BAYER



2022 members



“TWG is important because it provides an opportunity for me to learn about efforts and initiatives in industry that aim to support and nurture a more inclusive workforce.

It also allows me to connect with educators and other universities who are training this next generation agricultural workforce.”

- Amy Wright, Ph.D.,
Associate Dean for Instruction,
College of Agriculture,
Auburn University

industry

ADM
Bayer
Bunge, Ltd.
CHS, Inc.

Corteva Agriscience
Kraft Heinz Co.
Land O'Lakes Inc.
Nutrien
Scoular

higher education institutions

Auburn University
California Polytechnic State University
Colorado State University
Delaware State University
Iowa State University
Michigan State University
North Carolina State University
Purdue University
Tuskegee University
University of Kentucky
University of Maryland Eastern Shore
University of Montana
University of Tennessee
Virginia Cooperative Extension
Virginia State University
Virginia Tech

governmental

United States Department of Agriculture

corporate

AgCareers
AgTools
Challenger Gray
Discovery Education
Stride (formerly K12)
STEMConnector

non-governmental organizations

Agriculture Future of American
AgriCenter International
American Indian Higher Education Consortium
Association of Public & Land Grant Universities
Big Green
Corn Refiners Association
FFA
Jobs for America's Graduates
Minorities in Agriculture,
Natural Resources & Related Sciences (MANRRS)
National 4-H Council
National Agriculture in the Classroom
National Academy of Sciences
NASDA Foundation
National Urban League
Seed Your Future
Thurgood Marshall College Fund
United Soybean Board
US Farmers and Ranchers
West Virginia University Foundation

membership + benefits

Together We Grow is proud of our membership representation across industry, higher education, NGOs and government agencies. We believe this membership is critical to our work and value as an organization focused on building a diverse, inclusive, and skilled workforce for agriculture and food.

member benefits

- Monthly communications from TWG
- Access to TWG's annual meeting, member-only events, working groups and TWG member training and development programs
- Access to TWG's member-only online portal for resources and networking information and feature on TWG's "Resources" webpage (in progress)
- Organization name and webpage link on TWG's website (in progress) and access to include TWG logo and information on member organization website
- Opportunities to co-collaborate on social media and storytelling campaigns
- Opportunities to participate in TWG studies and publications (as available)

membership requirements

- National presence in the agriculture and food sector, higher education institution, or NGO focused on agriculture, food, workforce, and/or DEI
- C-suite engagement and commitment to DEI, including signing the TWG Pledge to Diversity and Inclusion
- Completion of the TWG membership application
- Member attendance at TWG meetings, including contributing to best practice sharing and participating in a working group to advance equity and inclusion in the industry divider
- Corporate members have a \$20,000 annual contribution
- Higher education and NGOs currently do not have an annual contribution

join us. click here.
twg.csusystem.edu

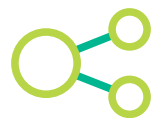


what we do

Together We Grow brings our strong representation of members together to focus on efforts to:



Deepen collaboration among stakeholders and develop programs to enhance inclusiveness and accelerate progress.



Share best practices and data to replicate and scale proven strategies and ensure accountability across the industry.



Create awareness to introduce students to agriculture and improve access.



Build the workforce pipeline by creating greater awareness and access to agriculture opportunities for students at the post-secondary level and in urban areas.



Maximize investment to promote more effective funding platforms for our members and programs making progress toward our mission.

2022 snapshot

TWG ORGANIZATION

53
MEMBERS



17% INDUSTRY
11% CORPORATE
40% HIGHER ED
30% NGO
2% GOVERNMENT

MILESTONES:

- Transitioned leadership of Executive Director
- Launched strategic planning process

SHARING BEST PRACTICES & DATA

WORKING
GROUP
SESSIONS:

10
130+

Individual interactions in aggregate across NGO, Higher Ed, Industry, and Government

DEEPENING COLLABORATION

8 **PARTNERSHIPS**
IN ONLINE STORYTELLING



58 **COLLABORATIVE**
POSTS

51K / **2K**
views / engagements



USING SOCIAL MEDIA TO BUILD THE WORKFORCE PIPELINE



23M
IMPRESSIONS

11K
interactions

7K
audience

CREATING AWARENESS TO INTRODUCE STUDENTS TO AG & FOOD

1 **MEMBER EVENT**
at the CSU Spur Terra opening

25 **INDIVIDUALS**
REPRESENTING:

- 4 Industry members
- 4 Higher Ed members
- 4 NGO members

BUILDING COMMUNITY

1 **EXTERNAL**
EVENT
SPONSORED

3 **PARTNER**
EVENTS
ATTENDED





I joined Together We Grow three years ago with a goal to share promising workforce practices for Diversity, Equity and Inclusion across the agriculture industry. I have learned so much from my peers, and I know we can do great things working together to impact our industry!

deepening collaboration

among stakeholders

Together We Grow's strong membership base provided opportunities to deepen collaboration and develop programs to enhance inclusiveness and accelerate progress. The membership is deeply committed to developing the workforce for the U.S. agriculture and food sector, as well as making progress towards diversity, equity, and inclusion efforts. This is evidenced in several ways, including each member's commitment to TWG's food and agriculture industry pledge to diversity and inclusion. The support of TWG's members, both monetarily and through their personal and organizational efforts, helped TWG accelerate the collective impact in 2022.

Partnership is key to Together We Grow's progress toward its mission. From online storytelling collaborations to event sponsorship and engagement, TWG depends on its member organizations and strategic partners to drive positive change and forward momentum.

Through social media co-branded and collaborative partnerships, Together We Grow achieved more than 51,000 views and more than 2,200 engagements across 58 videos and posts. Thanks to these eight partners for elevating the message of TWG online and helping the organization reach new audiences for agriculture and food!



- AgCareers
- CSU Ag Water Quality
- CSU Spur
- Corteva Agriscience
- North American Agricultural Advisory Network
- Nutrien
- Oregon Ag in the Classroom
- Seed Your Future



"I joined Together We Grow three years ago with a goal to share and learn promising workforce practices for Diversity, Equity and Inclusion across the agriculture industry. I have learned so much from my peers, and I know we can do great things working together to impact our industry!"

- Philomena Morrissey
Satre, Director of Diversity
Equity and Inclusion
and Strategic External
Partnerships, Land O'Lakes



Through the Workforce Next and Best Practices and Inclusive Excellence in Higher Education working groups, TWG and its member organizations shared best practices, learning and data to replicate and scale proven strategies and ensure accountability across the sector. Additionally, these groups served to support DEI and workforce development professionals and faculty. In 2022, TWG:

workforce next and best practices

- 6 meetings focused on workforce next and best practices and DEI
- 10+ peer industry partners came together to share learnings in DEI and workforce development

inclusive excellence in higher education

- 4 meetings focused on inclusive excellence in higher education
- 15 peer higher education institutions came together to share learnings and areas of focus in inclusive excellence



“As someone new to the agricultural industry, TWG has provided valuable insight into the challenges and opportunities of the agriculture industry, a great network to lean on for benchmarking and best practice sharing, and a bridge for our organization to connect with the communities we serve.”

- Randy Irving, Director of Equity, Diversity, and Inclusion, Nutrien

workforce next & best practices co-chairs



Philomena Morrissey Satre

DIRECTOR, DIVERSITY-EQUITY-INCLUSION AND
EXTERNAL STRATEGIC PARTNERSHIPS,
LAND O'LAKES



Johnelle Brown

DIRECTOR, OPERATIONS & HUMAN
CAPITAL, CORN REFINERS ASSOCIATION

inclusive excellence in higher education co-chairs



Dr. Pamala Morris

ASSISTANT DEAN/DIRECTOR OF
THE OFFICE OF MULTICULTURAL
PROGRAMS, PURDUE UNIVERSITY



Dr. Quentin Tyler

DIRECTOR, MSU EXTENSION,
MICHIGAN STATE UNIVERSITY

To ensure Together We Grow is relevantly leading the conversation with members from the perspective of experienced professionals and faculty in the agriculture and food sector, these working groups are co-chaired by representatives from member organizations from industry, higher education institutions, and NGOs. These co-chairs are engaged leaders in this work and support the strategic direction of the working group efforts and outcomes.



“At Corteva Agriscience, our purpose is to enrich the lives of those who produce and those who consume, ensuring progress for generations to come. Attracting and retaining top talent to careers in agriculture is key to achieving our goal, moving our industry forward and meeting the demands of a growing global population. I believe there is strength in numbers and collaborations, and Together We Grow provides an opportunity to collaborate to reach even more people, share best practices to improve our efforts, and have a consistent voice for the agriculture industry.”

- Dr. Ronda Hamm, Global Academic Relations Leader, Corteva



creating awareness to introduce students to agriculture and food

Through event engagement, Together We Grow increased the awareness of the organization and increased exposure to workforce and DEI efforts within the agriculture and food sector for new and existing audiences by:

- Hosting the TWG member event at the CSU Spur Terra Grand Opening provided networking opportunities and exposure to speakers that illustrated innovation and progressive programs to build workforce and DEI efforts in industry, higher education, and NGO organizations.
- Representing TWG at the Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) Cluster Meeting in Atlanta, GA, and participating in competitions supporting student development.
- Representing TWG at the Agriculture Future of America (AFA) Leader Conference to represent the organization and engage with organizations and students attending the conference.

Together We Grow also increased its reach in elevating the organization and increasing awareness of the agriculture and food sector in 2022 by:

- Sponsoring CSU Spur's 2022 Water in the West Symposium that brought together speakers and audiences from across sectors — from utilities and government agencies to businesses and agriculture — to share best practices and connect professionals around the theme of Global Water: Successes and Solutions, which focused on solutions to water challenges around the world.
- Representing TWG at the STEMConnector Summit in Washington, D.C. to build the TWG network of partnerships.



building the workforce pipeline through awareness and access

Together We Grow focuses on elevating the awareness of opportunities within agriculture and food to expose new audiences to this important sector. TWG's online presence began in July 2021. In a short time, the organization has built a strong following and increased engagement online to benefit the sector, as well as the members of Together We Grow. In 2022, TWG achieved strong results in building awareness of the organization, as well as agriculture, food, and the opportunities available.

WEBSITE

2,900 user visits

8,500 page views

3,900 individual sessions



SOCIAL MEDIA

7,155+ audience

TWG's combined audience across all channels

23M impressions

people who have seen TWG social posts

11,000 interactions

with content

1,800 posts

promoting agriculture & food



maximizing investment for effective funding platforms

TWG continued to work with our members and Board of Directors to establish a strong financial foundation for the work of TWG in 2022. Looking ahead to 2023, TWG will focus on this in its strategic planning process.



looking ahead to 2023

TBD: NextGen
program for
student cohort

Strategic
planning

Connect
Conference &
annual meeting

TWG
moves to
CSU Spur

Working groups
& best
practice sharing

Connection
&
networking

Online
storytelling
collaboration

14

2023 may prove to be one of the most exciting yet for Together We Grow!

As an organization, we will be focused on creating clarity, goals, objectives, and measures for progress, as well as increased opportunities for members to connect, network, and share collective learnings. We look forward to our continued work with each of you on this journey!



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